

Why Should Celebration Be a Part of Our Culture?

“In successful change efforts, empowered people create short-term wins—victories that nourish faith in the change effort, emotionally reward the hard workers, keep the critics at bay, and build momentum. Without sufficient wins that are visible, timely, unambiguous, and meaningful to others, change efforts inevitably run into serious problems.” (Kotter & Cohen, 2002, p. 125)

“Milestones that are identified, achieved, and celebrated represent an essential condition for building a learning organization.” (Thompson, 1995, p. 96)

“Remembering to recognize, reward, and celebrate accomplishments is a critical leadership skill. And it is probably the most underutilized motivational tool in organizations.” (Kanter, 1999)

“Win small. Win early. Win often.” (Hamel, 2002, p. 202)

“Specific goals should be designed to allow teams to achieve small wins as they pursue their common purpose. Small wins are invaluable to building members’ commitment and overcoming the obstacles that get in the way of achieving a meaningful, long-term purpose.” (Katzenbach & Smith, 1993, p. 54)

“Reward small improvements in behavior along the way. Don’t wait until people achieve phenomenal results.” (Patterson et al., 2008, p. 205)

“Small successes stimulate individuals to make further commitments to change. Staffs need tangible results in order to continue the development of their commitment to the change program and small steps engender understanding as well.” (Eastwood & Louis, 1992, p. 219)

“Visible measures of progress are critical for motivating and encouraging educators to persist in the challenging work of improvement. Even the most dedicated and optimistic among us will stop if there’s no sign that what we’re doing is making a difference, or might make a difference eventually.” (Elmore & City, 2007)